

**COLLECTIVE BARGAINING AGREEMENT  
BETWEEN**

**METROPOLITAN ALLIANCE OF POLICE  
STROGER HOSPITAL SERGEANTS  
CHAPTER 270**

**AND**

**COUNTY OF COOK**

**ON BEHALF OF  
STROGER HOSPITAL**

**December 1, 2008 through November 30, 2012**

**Effective December 18, 2012**

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## **PREAMBLE**

**THIS AGREEMENT** is entered into by and between **METROPOLITAN ALLIANCE OF POLICE COOK COUNTY HOSPITAL POLICE SERGEANTS, CHAPTER 270**, hereinafter referred to as the "Union," and the **COUNTY OF COOK** hereinafter referred to as the "County".

## **ARTICLE I RECOGNITION OF BARGAINING AGENT**

### **Section 1.1. Recognition of Bargaining Agent:**

The Employer agrees during the term of this Agreement to recognize the Union as the sole and exclusive bargaining agent with respect to wages, hours and conditions of employment for employees in the following unit:

Included: All full time employees in the classification of Hospital Security Officer II including officers assigned as investigators who hold classification of Hospital Security Officer II at the John H. Stroger, Jr. Hospital facility.

Excluded: All supervisory, managerial and confidential employees and all other employees of the County of Cook employed at the John H. Stroger, Jr. Hospital Facilities.

### **Section 1.2. Fair Representation:**

The Union recognizes its responsibility as the exclusive bargaining agent of all employees in the bargaining unit and agrees to fairly represent each and every employee regardless of whether they are members of the Union.

### **Section 1.3. Union and County Meetings:**

For the purpose of maintaining communications between labor and management, in order to cooperatively discuss and solve problems of mutual concern, The Union and the County agree to meet quarterly through designated representatives. The Union and County shall designate not more than five (5) representatives to the Labor/Management Committee. The party requesting such meeting shall prepare and submit an agenda to the other party one (1) week prior to the scheduled meeting. A date and location for meeting will be mutually agreed to by the parties.

## **ARTICLE II MANAGEMENT RIGHTS**

### **Section 2.1. Management Rights:**

Except as specifically limited by the express provisions of this Agreement, the Employer retains all all traditional rights to manage and direct the affairs of the John H. Stroger, Jr. Hospital Security Department in all of its various aspects and to manage and direct its employees, including but not

not limited to the following: to plan, direct, control and determine, increase or decrease the budget budget and all the operations, services, policies, practices and missions of the John H. Stroger, Jr. Hospital Security Department; to supervise and direct the working forces including the right to utilize utilize working supervisors; to establish the qualifications for employment; to schedule and assign work; to establish and eliminate specialty positions and to select personnel to fill them; to transfer and and reassign employees; to establish work and productivity standards and, from time to time, to change those standards; to assign overtime; to purchase goods; to determine the methods, means, organization and number of personnel by which departmental operations and services shall be made made or purchased; to make, alter and enforce reasonable rules, regulations, orders, policies and procedures; to evaluate, promote or demote employees and to establish the standards for such promotion; to establish performance standards; to discipline, suspend and/or discharge non-non-probationary employees for cause, in accordance with the Cook County Bureau of Human Resources Rules and Regulations; to determine fitness and training needs and to assign employees to to training; to determine and implement internal investigation procedures; to increase or decrease the the size of the work force; to take any and all actions as may be necessary to carry out the mission of of the Employer and the Department in the event of civil emergency as may be declared by the Director of the John H. Stroger, Jr. Hospital, the Director of the Department or their authorized designees, which may include, but are not limited to: riots, civil disorders, tornado conditions, floods floods or other catastrophes or financial emergencies, and to suspend the terms of this Agreement during such civil emergency; and, to generally carry out the mission of John H. Stroger, Jr. Hospital, Hospital, provided that all provisions of this Agreement shall be immediately reinstated once the disaster or emergency conditions cease to exist.

**Section 2.2 Changes in Job Specifications/Duties:**

When requirements for positions are revised and the duties and responsibilities of positions covered by this Agreement remain essentially unchanged, incumbents in these positions who qualified under the previous requirements for the position shall be considered qualified. Any proposed changes in job specifications shall be provided to the Union at least fourteen (14) days prior to the effective date of the change.

**Section 2.3. County Obligations:**

The Union recognizes the Agreement does not empower the County to do anything that is prohibited from doing by law.

**ARTICLE III  
PERSONNEL FILES**

**Section 3.1. Personnel Files:**

Upon written request to the Hospital's Personnel Office, an employee or his Union representative, (with written authorization from the affected Employee), may inspect his/her personnel file at any time mutually acceptable to the Employee and the County. Copies of materials in the Employee's personnel file shall be provided to the Employee upon request and at the Employee's expense. Any disciplinary action taken by the Employer against the affected Employee shall be



included in the personnel file as well as copies of the Employee's evaluation reports. An Employee may file a written rejoinder, to be placed in his/her personnel file, concerning any matter in the file.

**Section 3.2. Purge of Personnel/Disciplinary Files:**

Upon the request of an employee or of the Union, verbal reprimands will be purged from an employee's record if the employee is free from the same or similar offense for twelve (12) consecutive months. Upon the request of the employee or of the Union, written reprimands will be purged from an employee's record if the employee is free from the same or similar offense for twenty-four (24) consecutive months.

**Section 3.3. Personnel File Statutes:**

The Employer agrees to abide by the lawful requirements of the "Access to Personnel Records Review Act," set forth in the Illinois Compiled Statutes, 820 ILCS 40/0.01 et. seq.

**Section 3.4. Evaluations:**

The parties understand that covered Employees will be evaluated on a periodic basis and may be counseled by the Director of the department or his/her designated command staff. Affected Employees will have an opportunity to review all written evaluations, and will also have the opportunity to respond in writing to the evaluation tendered by the Director and/or designated command staffers. All evaluations, along with affected Employee's written response, shall be placed in that affected Employee's personnel file. Copies of the materials in an Employee's personnel file will be available pursuant to the terms and provision of Section 3.1 above.

**ARTICLE IV  
UNION SECURITY**

**Section 4.1. Dues Check-off:**

The Employer will deduct Union membership dues in an amount established by the Union and certified in writing to the Employer during the effective dates of this Agreement. Union membership dues will be deducted in each pay period for each employee in the bargaining unit who has filed with the Employer a lawful, voluntary, effective dues deduction authorization form. Deductions will be made in each pay period beginning within a reasonable amount of time following receipt by the Employer of the dues deduction check-off authorization form. Such authorization forms shall remain in effect until revoked.

Total deductions collected will be remitted at least monthly by the Employer to an official designated by the Union at an address that is provided as soon as payroll warrants are prepared and verified. The Union agrees to refund to the employee(s), or to the Employer if applicable, any amounts paid to the Union in error on account of this dues deduction provision.

The County agrees to deduct and remit fair share representation fee as stated in Section 4.3 below.

**Section 4.2. Revocation of Dues Check-off:**

A Union member desiring to revoke the dues check-off may do so at any time upon written authorization to the Employer. Dues shall be withheld and remitted to the Union unless or until the Employer receives a notice of revocation of dues check-off from an employee, or notice of termination of employee's employment, or employee is no longer a member of the bargaining unit, or expiration of the time during which such withholding was authorized, or total amount withheld has been withheld, or there are insufficient funds available in the employee's earnings after deductions for withholding tax, state insurance and any other mandatory deductions required by law.

**Section 4.3. Fair Share Payments:**

The Union, having demonstrated that more than 50% of the eligible employees in the bargaining unit signed up as dues paying members, the County agrees to grant "Fair Share" to the Union in accordance with Sections 6(e)-(g) of the Illinois Public Labor Relations Act during the term of this Agreement. All employees covered by this Agreement will have within 30 days of their employment by the County either (1) become members of the Union and pay to the Union regular Union dues and fees or (2) will pay to the Union each month their fair share of the Union's costs of the collective bargaining process, contact administration and pursuing matters affecting employee wage, hours, and other conditions of employment.

Such fair share payment by non-members shall be deducted by the County from the earnings of the non-member employees and remitted to the Union, provided, however, that the Union shall certify to the County the amount constituting said fair share, not exceeding the dues uniformly required of members of the Union, and shall certify that said amount constitutes the non-members' proportionate share of the Union's costs of the collective bargaining process, contact administration and pursuing matters affecting employee wages, hours and other conditions of employment.

Upon receipt of such certification, the County shall cooperate with the Union to ascertain the names of and addresses of all employee non-members of the Union from whose earnings the fair share payments shall be deducted and their work location.

Upon the Union's receipt of notice of an objection by a non-member to the fair share amount, the Union shall deposit in an escrow account, separate from all other Union funds, 50% of all fees being collected from non-union employees. The Union shall furnish the objectors and the County with verification of the terms of the escrow arrangement and, upon request, the status of the Fund as reported by the bank.

The escrow fund will be established and maintained by a reputable independent bank or trust company and the agreement therefore shall provide that the escrow account be interest bearing at the highest possible rate; that the escrowed funds be outside of the Union's control until the final disposition of the objection; and that the escrow fund will terminate and the fund therein be distributed by the terms of an ultimate award, determination, or judgment including any appeals or by the terms of a mutually agreeable settlement between the Union and an objector or group of objectors.

If an ultimate decision in any proceeding under state or federal law directs that the amount of the fair share should be different than the amount fixed by the Union, the Union shall promptly adopt said determination and notify the Employer to change deductions from the earnings of non-members to said prescribed amount.

**Section 4.4. Union Indemnification:**

The Union shall indemnify, and save the County harmless against any and all claims, demands, suits or other forms of liability that may arise out of or by reason of any action taken by the County for the purpose of complying with any provision of this Agreement, unless such action is prosecuted or initiated by the Employer(s). If an incorrect deduction is made, the Union shall refund any such amount directly to the involved employee. Nothing in this Article shall require the Employer to deduct Union fines, penalties, or special assessments from the salary of any employee.

The Employer shall not be liable to the Union by reason of the requirements of this Article for the remittance or payment of any sum other than that constituting authorized deductions for Union dues from the salaries of employees who authorize such deductions.

**ARTICLE V  
GRIEVANCE PROCEDURE**

**Section 5.1. Policy:**

The provisions of this Article supplement and modify the provisions of the County's Grievance Procedure applicable to all employees.

**Section 5.2. Definition of Grievance**

A grievance is a difference between an employee or the Union and the County with respect to the interpretation or application of, or compliance with, the agreed-upon provisions of this Agreement, the County's rules and regulations or disciplinary action. The Union will send copies of grievances appealed or submitted at steps three and four to the County's Chief of Human Resources or his/her designee.

**Section 5.3. Grievance Procedure:**

Recognizing that grievances should be raised and settled promptly, a grievance must be raised by the affected employee and or/the Union representative within thirty (30) calendar days after the occurrence of the event giving rise to the grievance, or within thirty (30) calendar days after the date when the employee or the Union Steward should have known of the event giving rise to the grievance, in accord with the following procedure:

The steps and time limits of the grievance procedure are as follows:

<u>Step</u>	<u>Time Limit for Step</u>	<u>To Whom Submitted</u>	<u>Meeting</u>	<u>Response</u>
1	30 calendar days	Immediate Lieutenant	10 days	10 days
2	10 calendar days	Dept. Director Or Designee	10 days	10 days
3	10 calendar days	County H.R. Dept. Or Designee	30 days	10 days
4	10 calendar days	Arbitration	30 days	10 days

The Union will send copies of grievances appealed or submitted at steps three and four to the County's Chief of Human Resources or his/her designee.

**Section 5.4. Impartial Arbitration:**

If the grievance is not settled in accordance with the foregoing procedure, the Union may refer the grievance to arbitration by giving written notice to the Chief of Human Resources within ten (10) working days after receipt of the Chief of Human Resources answer in Step Three.

- A. If the parties are unable to agree upon an arbitrator within ten (10) working days after he Employer's representative receives the notice of referral, they shall jointly request the Federal Mediation and Conciliation Service to submit a panel of five (5) arbitrators, all of whom shall be members in good standing of the National Academy of Arbitrators, and all of whom shall maintain business offices in the States of Illinois, Indiana, Michigan, Wisconsin or Iowa. Upon receipt of the panel, the Union shall strike two names and the Employer shall then strike two names, and the person whose name remains shall be the arbitrator, provided that either party, before striking any names, shall have the right to reject one panel of arbitrators in its entirety and request that a new panel be submitted.
- B. The arbitrator shall be notified of his or her selection and shall be asked to set a time and a place for the hearing, subject to the availability of the Employer and Union representatives. Upon the request of either party, the arbitrator shall have the power to require the presence of a reasonable number of witnesses or documents.
- C. The arbitrator shall have no power, in his or her decision or award, to amend, modify, nullify, ignore, add to, or subtract from the provisions of this Agreement. The arbitrator shall consider and decide only the question of fact as to whether there has been a violation, misinterpretation, or misapplication of the specific provisions of this Agreement. He or she shall consider and decide only the specific issue submitted to him or her as raised and presented in writing at Step One and shall have no authority to make his or her decision on any issue not so submitted. His or her decision shall be based solely upon an interpretation of

of the meaning or application of this Agreement to the facts of the grievance presented. More than one grievance may be submitted to the same arbitrator if both parties mutually agree in writing. The arbitrator shall submit in writing his or her decision within thirty (30) calendar days following close of the hearing or submission of briefs by the parties, whichever is later, unless the parties agree to an extension. In the event the arbitrator finds a violation of the Agreement, he or she shall determine an appropriate remedy. However, the arbitrator shall have no authority to make any decision or award which is in any way contrary to or inconsistent with the applicable laws or rules and regulations of administrative bodies that have the force and effect of law. Nor shall the arbitrator have any authority to limit or interfere with the powers, duties and responsibilities of the Employer or the Board under applicable statutory and case law. Any decision or award of the arbitrator rendered consistent with this Article shall be final and binding on the parties. The costs of the arbitration, including the fee and expenses of the arbitrator and the cost of the court reporter and a written transcript, if any, shall be divided equally between the Employer and the Union. Each party shall be responsible for compensating its own representatives and witnesses.

**Section 5.5. Time Limits:**

Time limits may be extended by mutual agreement in writing between the Union and the County.

**Section 5.6. Stewards:**

The Union will advise the County in writing of the names of the stewards or Union representatives for each shift agreed upon with the County and shall notify the County of any changes. Upon obtaining approval from their supervisor before leaving their work assignment or area, stewards or Union Representatives will be permitted to handle and process grievances in the appropriate steps of the grievance-procedure during normal hours without loss of pay, provided that such activity shall not exceed a reasonable period of time.

**Section 5.7. Union Representatives:**

Duly authorized representatives of the Union will be permitted at reasonable times to enter the Hospital for purposes of handling grievances or discipline, or to observe conditions under which employees are working. These representatives will be identified to the Director of the Department/designee in a manner suitable to the Hospital, and on each occasion will first secure the approval of the Director of the Department/designee to enter the Hospital and conduct their business so as not to interfere with the operation of the Hospital. The Union will not abuse this privilege, and such right of entry shall at all-time be subject to general Hospital and medical office rules applicable to non-employees.

**ARTICLE VI  
HOURS OF WORK AND OVERTIME**

**Section 6.1. Purpose:**

The provisions of this Article are intended to provide the basis for calculating overtime pay, and shall not be construed as a guarantee of hour of work per day or days per week or pay in lieu thereof, or as a limitation upon the maximum hour per day or per week which may be required.

**Section 6.2. Overtime and Overtime Distribution:**

An employee shall be paid at one and one-half (1½) times their regular hourly rate of pay for hours worked beyond eight (8) hours in a work day or eighty (80) hours in any regular work period. For purposes of this Article, hours worked shall mean hours actually worked and all authorized paid leave with the exception of sick time.

When the occasion for overtime assignment arises as a result of a replacement of a bargaining unit member it shall be distributed in the following manner:

When the County has sixteen (16) hours or less notice, it shall be offered to the full-time bargaining unit members who are working at the time such notice becomes available on the basis of seniority, with overtime being offered by seniority on a rotating basis beginning with the most senior employee. An employee who declines the overtime shall be counted as having worked the overtime and will be placed on the bottom of the overtime rotation list. The next most senior employee will then be at the top of the overtime rotation list.

When the County has over sixteen (16) hours' notice, the overtime shall be offered to the full-time bargaining unit members on the basis of departmental seniority rotation.

The Parties agree to a "me too" with Local 238 (patrol officers at Stroger Hospital) as regards the insertion of contract language which concerns any limitation to the working of overtime hours.

**Section 6.3. No Duplication of Overtime Pay:**

There shall be no pyramiding or duplicating of overtime pay. Hours compensated for at overtime rates under one provision of this Agreement shall be excluded as hours working in computing overtime pay under any other provision. The number of hours for which an employee is paid, but which are not worked on a regular holiday, as defined in this Agreement, shall be considered as hours worked for the purpose of computing overtime.

When the occasion for overtime assignment arises as a result of replacement of a bargaining member, it should be distributed in the following manner: when the Department has sixteen (16) hours or less notice, it should be offered to the full-time bargaining unit members who are working at the same time since notice becomes available on the basis of seniority, with the most senior employee having right of first refusal and in descending order to the least senior employee. When the Department has over sixteen (16) hours' notice, the overtime should be offered to the bargaining members on the basis of departmental seniority rotation, provided further that any bargaining unit member who is suspended shall be ineligible for overtime assignment before (10) days.

Employees will be expected to perform any reasonable amounts of overtime work assigned to them but in no case will an employee be required to work more than 12 consecutive hours, except in an emergency situation. The County shall maintain overtime records which, shall be made available for inspection by the Union.

**Section 6.4. Court Time:**

An employee who is required by the Employer to be in court while off duty, shall be compensated at one and one-half times his or her regular hourly rate of pay for hours spent on court time, with a minimum of three (3) hours compensated.

**Section 6.5. Call-Back Pay:**

If an employee covered by this Agreement is called back to work after completion of the regularly scheduled shift, the officer shall receive a minimum of three (3) hours compensation at one and one-half times the officer's straight time rate of pay. It shall not constitute a callback if the officer is required to remain on duty past the officer's regular tour of duty. Whenever an officer is required to report for duty prior to their regular tour of duty it shall be considered a callback only in the event that the hours of work are not continuous with the regular tour of duty.

**Section 6.6. Shift Selection:**

In the event that an opening occurs within the ranks of the represented unit, the parties acknowledge that the vacancy should be filled in consideration of the operational mission of the Department and the Hospital. However, the vacancy shall be posted on a Union designated bulletin board and the seniority of employees expressing an interest in filling the vacancy shall be given consideration in the final determination of who shall fill that vacancy. Interested employees must notify the Department in writing of their interest in filling the vacancy within seventy-two hours of the posting.

**ARTICLE VII  
VACATION**

**Section 7.1. Eligibility:**

Vacations credit shall be earned each month during which the employee is in an active pay status for at least eighty (80) straight-time hours. The amount of paid vacation will be according to the following schedule:

<b><u>Years of Service Completed</u></b>	<b><u>Accrued Vacation</u></b>
1	3 weeks
5	4 weeks
10	5 weeks

Employees employed for six (6) months shall be entitled to one (1) week vacation with pay, which shall be deducted from the three (3) weeks' vacation with pay to which they are entitled after one (1) year.

**Section 7.2. Eligibility Year:**

An employee's vacation eligibility year shall be the twelve (12) month period immediately preceding preceding the anniversary of his most recent date of hire. An employee must take the vacation to which he is entitled as of his most recent anniversary date during the next twenty-four (24) month

period following the anniversary date. Vacations may not be carried over beyond such period, and an employee will not be compensated for vacation time not taken. Employees with more than twelve (12) months of service will be permitted to take vacation time off as it is earned.

**Section 7.3. Vacation Accrual:**

During the employee's first four(4) years of service, vacation credit will accrue at the rate of 1 1/4 days per month (1.16 days per accounting period); during the next five years at the rate of 1-2/3 days per month (1.54 days per accounting period); and thereafter at the rate of 2-1/2 days per month (1.93 days per accounting period). In computing years of service for vacation leave, employees shall be credited with regular working time plus the time of duty disability.

**Section 7.4. Vacation Pay:**

Vacation pay shall include shift differential pay for employees who have been regularly assigned to evening or night shifts for a period of at least one (1) month prior to the time the vacation is taken.

**Section 7.5. Vacation Preference and Scheduling:**

Insofar as practicable, vacations will be granted to meet the requests of employees, and seniority will control in conflicts between employees covered by this Agreement at the time of scheduling vacation periods, except that an employee may not exercise seniority preference for vacation choice more than once in a calendar year unless other employees involved have also previously used such preference.

On February 1st and August 1st of each year, the employer will post a schedule showing the number of employees who will be permitted to be on vacation at any one time during the six months beginning respectively on April 1st and October 1st. By March 1st and September 1st respectively, employees will indicate their first, second and third choices for vacation. The department will schedule vacations based on seniority preference and notify covered employees in writing of their approved vacation time no later than ten (10) calendar days prior to April 1st and October 1st respectively. When two (2) weeks' notice is given, vacation periods may be exchanged by employees when time is available on the posted schedule.

Emergency requests will be granted whenever possible. Other written requests will be approved or denied in writing on a first come basis consistent with numbers of employees who will be permitted to be on vacation at one time; approval or denial will be submitted within fifteen (15) days after the request is made.

**Section 7.6. Accrued Benefits at Separation:**

Upon termination of employment, the employee shall be paid all vacation, holiday and overtime pay accrued through the last day worked.

**Section 7.7. Prior Service Credit:**

Any covered employee who has rendered continuous service to the City of Chicago, the Chicago Park District, the Forest Preserve District, The Metropolitan Water Reclamation District of Greater



Chicago and/or the Chicago Board of Education, or other County Agency, shall have the right to have the period of such service credited and counted for the purpose of computing the number of years of service as employees of the County for vacation credit only. All discharges and resignations not followed by reinstatement within one (1) year shall interrupt continuous service, and shall result in the loss of all prior service credit.

Credit for such prior service shall be established by filing, in the Office of the Comptroller of Cook County, a certificate of such prior service from such former place or places of employment.

## **ARTICLE VIII HOLIDAYS**

### **Section 8.1. Regular Holidays:**

The following are regular holidays:

New Year's Day  
Presidents' Day  
Memorial Day  
Fourth of July  
Columbus Day  
Thanksgiving Day

Lincoln's Birthday  
Martin Luther King's Birthday  
Labor Day  
Veterans Day  
Christmas Day

It is the intent of the Board of Commissioners of Cook County that all salaried Cook County employees be granted twelve (12) holidays, or paid days off per year. Holidays will be celebrated on the day on which it actually occurs.

In addition to the holidays listed, an employee shall be credited with one floating holiday on December 1st of each year, which must be used by the employee between December 1st and November 30th. The floating holiday may not be carried over into the next fiscal year by the employee. The floating holiday will be scheduled through written request by the employee to the Department at least two weeks in advance of the anticipated date. In the event of conflicting days requested and in deference to the Department's mission, seniority will control which employee will prevail in any particular situation. The Department will not unreasonably withhold approval of such requests. Use of the floating holiday is restricted to a full day increment. Should the Employer require an employee to work a pre-approved, scheduled floating holiday, the employee shall be compensated as provided in Section 8.3.

### **Section 8.2. Eligibility:**

To be eligible for holiday pay, an employee must satisfy each of the following requirements:

- a. The employee must have worked the regularly scheduled number of hours on the last scheduled day before and the first scheduled day after the holiday, unless the employee has a reasonable explanation for failing to report.

- b. The employee must have worked at least forty (40) hours during the pay period in which the holiday occurs unless the employee was on vacation or paid sick leave during such period.

**Section 8.3. Working Holidays:**

Because the Employer operates John H. Stroger, Jr. Hospital every day of the year and it is not possible for all employees to be off duty the same day, the Employer has the right at its sole discretion to require any employee to work on any of the holidays listed in Section 8.1. Any employee who works on a holiday shall receive one and one-half times the employee's regular hourly rate for the hours actually worked plus holiday pay at eight (8) hours pay, including shift premium, if applicable, at the same hourly rate.

It is understood that eight (8) hours of holiday time earned may be taken as holiday time off by mutual agreement between the department and the employee. Requests for the use of accrued holiday time off shall not be unreasonably denied. In the case of conflicting requests for the use of holiday time off, seniority shall control. Such time should be used within 90 days of being earned.

**Section 8.4. Holidays and Vacations:**

If a holiday falls within an employee's scheduled vacation, such employee, if otherwise eligible, shall be granted an additional eight (8) hours of either compensable time off or wages representing that eight (8) hours. The employee may make an affirmative election for compensatory time or wages in lieu thereof. However, said compensatory time, if so elected, shall be used within six (6) months of accrual. In addition, if the employee does not make an affirmative election, wages in lieu of compensatory time will be paid.

**Section 8.5. Failure to Report:**

An employee scheduled to work on a holiday but who fails to report shall not be eligible for a paid holiday, unless the employee has a reasonable explanation for failing to report.

**Section 8.6. Holiday Pay:**

Eligible employees who are not scheduled to work a holiday, shall be awarded eight (8) hours of comparable time off in lieu of any actual pay, or may elect to receive actual pay. Any compensable time off to be taken by the employee at the mutual agreement of the parties, within six (6) months of accrual. In the event of conflicting request for compensable time off, seniority shall control. In the event, the employee does not affirmatively elect either comparable time or wages, within the pay period during which the holiday pay accrues he/she shall be paid wages in lieu of comparable time.

**ARTICLE IX  
SICK LEAVE**

**Section 9.1. Sick Pay:**

An employee shall accumulate sick pay credits at the rate of one (1) day for each month of service in in which the employee works or is paid for at least ten (10) working days. Employees may accumulate

accumulate and carry over to the next fiscal year a maximum of one hundred fifty (150) days. An employee will not earn sick pay credit while on leave of absence without pay, or during any period the employee is absent from work because of an occupational illness or injury. Employees using sick leave benefit will be paid at the straight time hourly rate, plus shift differential when applicable. Employees may use his or her accumulated sick pay credits, when that employee is prevented from working because of an illness in the employee's immediate family, and shall be entitled to receive sick pay for each day the employee otherwise would have worked. The employee will provide competent medical evidence of an illness in the employee's immediate family. Employee's immediate family is defined as his or her spouse, children or family members permanently residing with the employee. Sick time is not to be used by employees as vacations or simply to take time off with pay, but employees shall not be disciplined for the bona fide use of sick time.

An employee who has been off duty for five (5) consecutive days or more for any health reason will be required to provide a doctor's statement as proof of illness, and may be required to undergo examination by the facility's or county's physician before returning to work.

For health related absences of less than five (5) consecutive days, a doctor's statement or proof of or proof of illness will not be required except in individual circumstances where the facility has sufficient reason to suspect that the individual did not have a valid health reason for the absence. If indicated by the nature of a health related absence, examination by a facility physician may be required to make sure the employee is physically fit to return to work.

Employees absent or expected to be absent from work due to their illness for any period of intended absence beyond the use of any accumulated vacation days, sick days, or FMLA leave, are required to request a leave of absence. Applications for sick leaves or any extensions thereof shall be handled in the manner specified within this agreement and the John H. Stroger, Jr. Hospital Human Resources Department's Rules and Regulations and shall not be denied for periods of bona-fide disability.

Employees shall be granted maternity or paternity leave of absence to cover periods of pregnancy and postpartum child care. The length of such leave, in general, shall not exceed six (6) months, but may be renewed by the department head.

**Section 9.2. Notification of Use of Sick Leave:**

An employee using sick leave shall notify the watch commander at least two (2) hours prior to the employee's scheduled shift.

**Section 9.3. Medical Leave of Absence:**

Covered employees shall be entitled to leaves of absence for medical reasons as set forth in the John H. Stroger, Jr. Hospital Human Resources Rules and Regulations, where applicable.

## **ARTICLE X LEAVES OF ABSENCE**

### **Section 10.1. Regular Leave:**

An employee may apply in accordance with the John H. Stroger, Jr. Hospital Human Resources Rules and Regulations.

### **Section 10.2. Bereavement Pay:**

In the event of death in the immediate family or household, an employee who has completed the probationary period will be granted as an excused absence such time as reasonably may be needed in connection therewith. For purposes of this Article, an employee's immediate family includes mother, father, husband/wife, child (including step children and foster children), brothers/sisters, grandchildren/grandparents, spouse's parents or such persons who have reared the employee. Any of the days between the date of death and date of burial (both inclusive), plus any necessary travel time, on which the employee would have worked except for such death on which he/she is excused from his/her regularly scheduled employment, shall be paid for at the regular straight-time hourly rate (including any applicable shift premium), provided, however, that such payment shall not exceed four (4) normal day's pay. Employees taking bereavement pay shall, within a reasonable amount of time, present proof of attendance at the services for the deceased and demonstrate the relationship to the decedent.

To qualify for pay as provided herein, the employee must present satisfactory, proof of death, relationship to the deceased and attendance at the funeral. Any additional time needed in the event of bereavement may be taken as emergency vacation. If an employee's vacation is interrupted by death in the immediate family, bereavement pass as described herein shall be allowed, except the days will not be counted as vacation.

### **Section 10.3. Jury Duty:**

In the event an employee is summoned for jury duty, which includes required reporting for jury when summoned, whether or not the employee is used as a juror, the Employer shall pay the employee eight (8) hours of pay for each day's service in which the employee would normally have been scheduled to work. The employee shall execute any payment from the jury commission over the County in exchange for the straight day's pay. The employee shall notify his/her supervisor promptly upon receipt of the jury summons.

### **Section 10.4. Election Day:**

An employee who is a registered voter will receive two (2) hours' time off (without pay) during his regular work day so that he/she may vote in any general election. An employee desiring to take such time off shall arrange the exact hours of intended absence with his/her supervisor at least two (2) work days prior to the election.

### **Section 10.5. Family Responsibility Leave:**

An employee is entitled to a leave of absence under Family and Medical Leave if she/he has been employed at least twelve (12) months by the County and has worked at least 1,250 hours during the

previous twelve (12) month period. Under Family and Medical Leave, eligible employees are entitled to take up to a total of twelve (12) weeks of leave in a rolling twelve (12) month time period for:

- A. The birth of a child;
- B. Placement of a child with the employee for adoption or foster care;
- C. The care of an employee's spouse, son, daughter, or parent, who has a serious health condition; and
- D. Qualifying exigencies arising out of the fact that the employee's spouse, son, daughter or parent is on active duty or call to active duty status as a member of the National Guard or Reserves in support of a contingency operation.

While an employee is on Family and Medical Leave, the County shall continue to pay its share of the employee's health insurance premium, and the employee is responsible for paying his/her applicable contribution. All terms in this section are used in accordance with the County's Family and Medical Leave Act ("FMLA") policy. Employees must first use accrued sick time as part of their Family and Medical Leave. To the extent that the employee is using accrued benefit time, the Family and Medical Leave is paid; otherwise, it is not.

**Section 10.6. Seniority on Leave:**

An employee on an approved leave of absence shall retain but not accrue seniority. The employee should not accrue pension benefits during such period (except as may be otherwise provided in the County's Pension Plan). Nor shall such period count toward an employee's entitlement to automatic progression in wage scale based on length of service. An employee returning from a leave of absence under this Article will be entitled to return to the same or comparable position held prior to commencement of such leave, if the employee has sufficient seniority, subject to applicable Federal or State laws.

**Section 10.7. Retention of Benefits:**

An employee will not earn sick pay or vacation credits while on leave of absence, except when absent from work because of an occupational illness or injury. An employee on leave of absence except for injured on duty (IOD) leave, maternity leave, or paternity leave or other leave as authorized by FMLA, will be required to pay the cost of the insurance benefits provided in Article XI in order to keep these benefits in full force and effect during the period of leave. Arrangements for payment of such costs through normal deductions or otherwise must be made with the Hospital's Payroll Office prior to departure on the leave. For the failure to make such arrangement's, the County may cancel insurance benefits, which will be reinstated upon the employee's return to work, subject to such waiting period and other rules and regulations as may be applicable to the insurance plan.

**Section 10.8. Union Leave:**

Employees duly elected as delegates of the Union will be allowed time off, without pay, to attend State and National conferences and conventions of the Union, not to exceed ten (10) working days for all employees. Sick pay, vacation and insurance benefits will be provided as set forth in this Collective Bargaining Agreement.

**Section 10.9. Military Leave:**

An employee who requires leave from employment for purposes of military service shall be entitled to compensation, benefits, restoration rights, and other guarantees provided by applicable federal or state statute or code, or Cook County Ordinance or Resolution.

An employee who has at least six (6) months or more of continuous actual service and is a member of the Illinois National Guard or any of the Reserve Components of the Armed Forces of the United States, shall be entitled to leave of absence with full pay for limited service in field training, cruises, and kindred recurring obligations. Such leave will normally be limited to eleven (11) working days in each year.

**Section 10.10. Education, Seminars, Tuition Reimbursement and Educational Leave Time:**

Employees who attend approved seminars which are related to their job shall receive pay for the hours they otherwise would have worked. If all employees wishing to attend a particular seminar are not able to attend, selection shall be made on the basis of seniority.

The County encourages its Sergeants to improve and upgrade their skills through participation in job-related courses at local colleges, universities, and training centers. Tuition for approved courses will be reimbursed by the County, provided the officer meets the following requirements:

- A. The Sergeant is a full-time employee of the Department and has completed his/her qualification period.
- B. The educational or training courses are job-related and the officer has requested and received prior approval from the Director of the Department before enrollment.
- C. The Employee attends an accredited school or acceptable training center.
- D. The Employee remains employed with the County for six (6) months after the course reimbursement. Should the Employee, for any reason, terminate before the conclusion of the six (6) month service, the County will be reimbursed on a pro rata basis.
- E. The County will limit reimbursement for tuition costs to a maximum of three hundred dollars (\$300.00) per fiscal year, per employee.
- F. To qualify for reimbursement, Employee must have receipts for tuition plus a grade report card showing the course work was completed with grade of "C" or above.
- G. All tuition reimbursement is subject to the availability of funds as provided in the annual budget.

Employees who are covered by the terms of this Agreement and who are attending courses of continued education shall be afforded the opportunity to trade shifts, request permanent shifts, or

make other arrangements so that they may attend their educational courses, provided that the County will not experience any overtime costs or scheduling difficulties associated with efforts to assist the Employee with the provisions of this section. The County will not unreasonably deny such request.

## **ARTICLE XI INSURANCE**

### **Section 11.1. Hospitalization Insurance: Employee Contributions:**

Various hospitalization insurance plans which are in effect shall remain in effect for the duration of this agreement. An explanation booklet of the various health insurance plans available through the County of Cook shall be prepared and made available to Employees. Eligible dependent coverage accepted by the Employee: except, effective December 1, 2004, the Employee shall pay one-half percent (.50%) of their base salary as a contribution towards premiums for HMO coverage, such contributions shall not exceed eight dollars (\$8.00) per pay period. An employee shall pay one and one-half percent (1.50%) of their base salary per month for PPO health insurance coverage. The County may institute or continue to cost containment program (such a second opinion or elective elective surgery, out-patient surgery, weekend admission, prohibition, etc.,) so long as the health insurance coverage provided to the elective bargaining unit members remains the same or substantially the same. The Chapter will be notified before any proposed change in hospitalization or or health benefits are implemented and specifically retain the right to bargain over the impact of such such proposed changes.

Effective December 1, 2008, employees covered by this agreement shall make contributions towards the health insurance premiums in the following manner and amounts:

<b>Percentage of Annual Base Salary</b>	<b>HMO</b>	<b>PPO</b>
<b>Employee Only</b>	<b>0.50%</b>	<b>1.50%</b>
<b>Employee Plus Child(ren)</b>	<b>0.75%</b>	<b>1.75%</b>
<b>Employee Plus Spouse</b>	<b>1.00%</b>	<b>2.00%</b>
<b>Employee Plus Family</b>	<b>1.25%</b>	<b>2.25%</b>
<b>Can</b>	<b>none</b>	<b>none</b>

Effective through November 30, 2007, the HMO prescription co-pay shall be five dollars (\$5.00) for generic, ten dollars (\$10.00) for brand name per prescription five dollars (\$5.00) if no generic is available). There shall be a five dollar (\$5.00) co-pay for generic and a ten dollar (\$10.00) co-pay for brand for a 90 day supply of mail order prescription drugs. The Employer agrees to pay eight hundred dollars (\$800.00)/year to eligible Employees who opt out of the Employer's health benefit program. The eight hundred dollars (\$800.00) will be paid in one lump sum at the beginning of each fiscal year.

Effective December 1, 2007, employees covered by this agreement shall make contributions towards HMO and PPO co-pays in the amounts:

### **HMO Healthcare Co-Pays**

Office Visit	\$ 10
Emergency Room Co-Pay	\$ 40
Inpatient Hospital Co-Pay	\$ 100
Outpatient Hospital Co-Pay	\$ 100
Rx Generic Co-Pay	\$ 7
Rx Formulary Co-Pay	\$ 15
Rx Non-Formulary Co-Pay	\$ 25
Mail Order Rx Co-Pay	2 x retail

### **PPO Healthcare Co-Pays**

Individual Deductible	\$125/\$250
Family Deductible	\$250/\$500
Annual out-of-pocket Max (Ind)	\$1500/\$3000
Annual out-of-pocket Max (Fam)	\$3000/\$6000
Co-insurance	90%/60%
Office Visit Co-Pay	\$25/ded & coins
Emergency Room Co-Pay	\$ 40
Rx Generic Co-Pay	\$ 7
Rx Formulary Co-Pay	\$ 15
Rx Non-Formulary Co-Pay	\$ 25
Mail Order Rx Co-Pay	2 x retail

### **Section 11.2. Disability Benefits:**

Employees incurring any occupational illness or injury will be covered by Worker's Compensation insurance benefits. Employees injured or sustaining occupational disease on duty, who are off work as work as a result thereof for no more than five (5) consecutive work days, may be allowed to use accrued sick leave for their days off; however, they shall not be permitted to apply for such sick leave until they have returned to work. Duty disability and ordinary disability benefits also will be paid to employees who are participants in the County Employee Pension Plan. Duty Disability benefits are paid to the employee by the Retirement Board when the employee is disabled while performing his/her duties. Benefits amount to seventy-five percent (75%) of the employee's salary at the time of injury, and begin the day after the date his/her salary stops; such benefits to be reduced by reduced by any Workers' Compensation paid by the County. Ordinary disability occurs when a person becomes disabled due to any cause, other than injury on the job. An eligible employee who has



has applied for such disability compensation will be entitled to receive, on the thirty-first (31st) day following disability, fifty percent (50%) of salary, provided they are in no-pay status at that date. If an employee receives accrued salary beyond the 31st day then disability payment will not begin until the 1st day the employee is in no-pay status after the 30 days have expired. The first thirty (30) consecutive days of ordinary disability are compensated for only by the use of any accumulated sick pay and/or vacation pay credits unless the employee and the County otherwise agree. The employee will not be required to use sick time and/or vacation time for any day of duty disability. A disabled employee is not required to be hospitalized at any institution operated by the County except as so ordered by the Industrial Commission. Since the County is responsible for the benefits payable in respect to duty disability due to occupational illness or injury, the County may monitor the medical services provided for an employee disabled due to occupational illness or injury. Disability benefits paid by the Annuity and Benefit Fund are subject to statutory limits.

**Section 11.3. Life Insurance:**

All covered employees shall be provided with life insurance, at the employer's expense, in an amount equal to the employee's annual salary. Employees shall be eligible to purchase additional life insurance, at the applicable group rate, in an amount equal to the employee's annual salary.

**Section 11.4. Pension Plan:**

The County Employees and Officers Annuity and Benefit Fund will be continued in effect for the duration of this Agreement and all employees of the County are required to become members of that Fund. The Fund will continue to provide employees with annual statements of their interests therein.

**Section 11.5. Flexible Benefits Plan:**

All covered employees shall be eligible to participate, at no cost to them, in any flexible benefits plan established by the County. Any such plan shall include segregated IRS accounts for child care and medical expenses.

**Section 11.6 Insurance Opt-Out:**

The Employer agrees to pay \$800.00/year to eligible employees who opt-out of the Employer's health benefit program. Prior to opting-out of such program, the employee must demonstrate to the Employer's satisfaction that he/she has alternative healthcare coverage. Any employee electing to opt-out of the Employer's health benefit program may request that in lieu of a payment to the employee, this amount be credited to a medical flexible spending account. Eligible employees and their eligible dependents who lose their alternative healthcare coverage shall, upon written request, immediately be enrolled in or be reinstated to the Employer's health benefit program with no exclusions or penalties based upon pre-existing conditions. When such employees are reinstated, they shall no longer be entitled to any benefits of the opt-out program.

The insurance opt-out payment will be eliminated for County employees who are married to other County employees or registered domestic partners and receive the opt-out payment while maintaining coverage on their County spouse's or registered domestic partner's insurance.

## **ARTICLE XII SENIORITY**

### **Section 12.1. Probationary Period:**

An Employee who has been promoted to the position of Sergeant may be returned to his/her former job within six (6) months of said promotion, if the Employee does not demonstrate the ability and fitness to satisfactorily perform the job to which he/she has been promoted. Any such demotion shall be subject to the grievance procedure. Upon completion of the probationary period, the Employee's seniority shall be computed as of the date of most recent hire.

### **Section 12.2. Transfer, Layoff and Recall:**

In cases of transfer, employees shall have first preference in order of their seniority, as hereinafter provided, provided that the employee has the ability and fitness to perform the required work. In cases of layoff or recall for a period in excess of five (5) calendar days, employees shall be laid off in inverse order of seniority and recalled in order of seniority; provided, however, that the County may retain a less senior employee if there is no employee with greater seniority who has the ability and fitness to perform the required work. The employer shall not hire any new employees prior to the recall of current employees who have been laid off. The affected employees and the local Union shall be given notice thereof at least fifteen (15) days prior to the effective date.

All of the foregoing is conditioned upon the employee's ability and fitness to perform the job.

### **Section 12.3. Return to Represented Unit:**

An employee who has been promoted or transferred out of the represented unit, and who is later transferred back to the unit, shall upon return to the represented unit be granted the seniority he/she would have had the employee continued to work in the classification from which promoted or transferred out of the unit.

### **Section 12.4. Seniority List:**

On December 1st and June 1st of each year, the Employer will furnish the Chapter a list showing the name, badge number, address, classification and last hiring date of each employee. The Employer shall post a similar list without employee addresses. Within (30) calendar days after the date of posting, an employee must notify the Employer of any error in his/her last hiring date as it appears on that list or it will be considered correct. The Employer and the Chapter agree that no changes of any sort in original hiring dates as enumerated in the original list provided bi-annually will be permitted. Also, on December 1<sup>st</sup> and June 1<sup>st</sup> of each year, if applicable, the Employer shall notify the Chapter in writing of the following personnel transaction involving bargaining union employees: New hires, changes from Sergeant to Investigator, layoffs, check-off revocations, rehire, leaves, returns from leave, suspensions, discharges, termination, retirements and each member's social security number.

### **Section 12.5. Definition of Seniority:**

After the date of this Agreement, for purposes of this article, seniority is defined as employees length of most recent continuous employment with the Department since his/her last hiring date as a

full-time employee. Provided, however, that the County wide service date for benefit accrual will not be affected by this section.

## **ARTICLE XIII WAGES AND COMPENSATION**

### **Section 13.1. Wage Schedule:**

Employees shall be compensated in accordance with the wage schedules attached to this Agreement, as Appendix "A".

### **Section 13.2. Shift Differential:**

A Sergeant assigned to work after 3:00 p.m. to 7:00 a.m. (i.e. 1500 hours to 0700 hours) shall receive a differential increase of one dollar twenty-five cents (\$1.25) per hour in addition to their regular hourly rate of pay, effective upon ratification of the County Board.

## **ARTICLE XIV DISCIPLINE**

### **Section 14.1. Progressive Discipline:**

The Employer agrees with the tenets of progressive and corrective discipline. Disciplinary action shall include the following:

- A. Verbal reprimand (Notice to be given in writing)
- B. Written reprimand (Notice to be given in writing)
- C. Suspension (Notice to be given in writing)
- D. Discharge (Notice to be given in writing)

No employee shall be transferred or detailed for punitive reasons. Disciplinary action as set forth above may only be imposed upon an employee for just cause.

Discipline shall be imposed as soon as possible after the Employer is aware of the event or action giving rise to the discipline and has a reasonable period of time to investigate the matter.

### **Section 14.2. Discipline Procedure:**

After the issuance of a verbal or written reprimand, the Employer shall meet with the employee and Union representative, if requested, for the purpose of advising the employee of the charges and reasons for the disciplinary action.

Employees who are to be or may be discharged or suspended for a period of more than thirty (30) days shall be subject to the provisions of this agreement and the County's rules and regulations on disciplinary action. Said employees are entitled to Union representation in any disciplinary proceedings consistent with the said procedures. Suspensions of thirty (30) days or less, written reprimands and verbal reprimands shall be applicable pursuant to Article V of this Agreement (Grievance Procedure).

**Section 14.3. Uniform Peace Officer's Disciplinary Act:**

The parties incorporate by reference all provisions of the Uniform Peace Officer's Disciplinary Act (Illinois Compiled Statutes 50 ILCS 725/1 et seq and as modified).

In the event that an employee is called to an interview with the Department management in which the employee reasonably believes that he/she may be subject to disciplinary action, that employee shall have the right to obtain Union representation to be present at the interview, if the employee so desires.

**Section 14.4. Pre-disciplinary Meeting:**

There shall be a pre-disciplinary meeting for suspensions and discharges. The Employer shall notify the Union and the employee of a pre-disciplinary meeting and the reason for same and identify any witness whose testimony will be relied upon. During the pre-suspension meeting, the employee and/or the Union representative shall be given an opportunity to rebut or clarify the charges which gave rise to the pre-disciplinary meeting.

**ARTICLE XV  
TRAINING**

**Section 15.1. Training in General:**

All covered employees assigned to training shall be given adequate notice of such training with a posting of the shift schedules. When training outside the Department is scheduled for Sergeants covered herein, said Sergeants shall be given as much notice as possible as the Employer receives notice from the training facilities.

Voluntary assignment to approved training programs will be done by seniority if a number of officers express an interest in attending. The Director of the Department retains the right to order the particular employee to attend training if the Director feels it is in the best interest of the Department.

**Section 15.2 Range Practice:**

The County will continue to provide all full time employees covered by this Agreement access to a pistol range for target practice and supplies as per past practice.

**ARTICLE XVI  
UNIFORM ALLOWANCE**

**Section 16.1. Uniform Allowance and Equipment:**

Employees covered by the Terms of this Agreement shall receive Uniform and such other allowances as provided by the practice of the County of Cook.

Transmitting a Communication dated, December 4, 2012 from  
MAUREEN O'DONNELL, Chief, Bureau of Human Resources

Transmitting herewith a Collective Bargaining Agreement for your consideration and approval.

Submitting a Proposed Resolution sponsored by:

TONI PRECKWINKLE, President, Cook County Board of Commissioners

Proposed Resolution

Approving Collective Bargaining Agreement

**WHEREAS**, the Illinois Public Employee Labor Relations Act (5 ILCS 315/1 et seq.) has established regulations regarding collective bargaining with a union; and

**WHEREAS**, the Collective Bargaining Agreement for the period of December 1, 2008 through November 30, 2012, effective the date of approval by the Cook County Board of Commissioners, has been negotiated between the County of Cook and the Metropolitan Alliance of Police (MAP 270) representing Stroger Hospital Sergeants; and

**WHEREAS**, the general increases and wage adjustments were previously approved and are reflected in the Salary Schedules and are included in the Collective Bargaining Agreement negotiated between the County of Cook and the Metropolitan Alliance of Police (MAP 270); and

**NOW THEREFORE BE IT RESOLVED**, that the Cook County Board of Commissioners does hereby approve the Collective Bargaining Agreement negotiated between the County of Cook the Metropolitan Alliance of Police (MAP 270) provided by the Bureau of Human Resources.

Upon retirement, or separation from employment for other than just cause, the employee may be required to repay up to seventy-five percent (75%) the uniform allowance, by dividing the allowance by twelve (12) months. If the employee has served in a pay status for a minimum of six (6) months of the fiscal year, no repayment shall be required.

The Employer agrees to compensate employees for lost and/or damaged equipment and personal items affected in the course of that employee's professional duties in the same fashion and amounts as per the practice of the County of Cook.

**Section 16.2 Safety Equipment:**

The County will ensure that safety equipment and services meet the applicable requirements outlined by regulatory bodies such as OSHA, EPA, NIOSH, and NFPA.

**ARTICLE XVII  
MISCELLANEOUS PROVISIONS**

**Section 17.1. Ratification and Amendment:**

This Agreement shall become effective when ratified by the Union and approved by the County Board of Commissioners, and when signed by authorized representatives thereof. This Agreement may be amended or modified during its term only with mutual written consent of both parties.

**Section 17.2. Safety:**

The County shall endeavor to provide a safe and healthful work environment for all employees, including maintaining dependable equipment in working order. The County agrees to comply with all applicable state and federal laws. The parties shall share information adequately and fully in order to assure that health and safety issues are adequately addressed.

The County and the Union are committed to taking reasonable, necessary steps to limit and/or prevent the spread of communicable diseases in the workplace. Therefore, generally, the County agrees as follows:

1. To provide training and/or distribute written materials to employees regarding the protocols for preventing the spread of communicable diseases. The extent and level of training provided will vary based on the needs of the applicable entity.
2. To make professional medical counseling available to any employee who reasonably believes that she/he has become infected with TB, HIV or Hepatitis B or C during the course of his/her employment. The County shall make available to the employee who has occupational exposure during the course of his/her employment to blood or body substances, a Hepatitis Vaccine, Hepatitis or TB screening test vaccine at no cost to the employee.

**Section 17.3. Department Rules and Regulations:**

A copy of the Department's general orders will be issued to each sworn member following approval of the bargaining agreement. Any directives, special orders, special watch attentions, or other

information and/or notices will be posted in a Department Notice Book which shall be available for review. Such posting shall constitute actual notice for personnel, and all personnel shall be responsible for checking the Notice Book.

The policies, rules and regulations of the Public Safety Department shall be fairly and equitably administered and enforced. Any employee shall have the right to appeal to the grievance procedure for violations of this clause.

**Section 17.4. Outside Employment:**

Employees desiring to engage in outside employment must give notice in writing to the Director of the Department. The following general guidelines shall apply to all outside employment.

- A. Any employee working for another police agency in the capacity of a sworn officer must obtain a hold harmless agreement indemnifying the Employer and the Board.
- B. Employees shall not wear or utilize any of the uniform provided by the Employer during the course of any outside employment.
- C. The employee shall comply with county-wide rules regarding outside employment.

**Section 17.5. Contracting and Subcontracting of Work:**

It is the general policy of the County to continue to utilize its employees to perform work they are qualified to perform. The County may, however, subcontract where circumstances warrant. Where feasible, the County will advise the Union at least two (2) months in advance when such changes are contemplated and will discuss such contemplated changes with the Union, pursuant to the Illinois Public Labor Relations Act of 1984. The County will work with the Union in making every reasonable effort to place adversely affected employees into other law enforcement/security positions within the Cook County Health Bureau.

**Section 17.6. Travel and Meeting Expense Allowances:**

County employees, with the prior permission of their Department Head, or his/her designee, may use private vehicles for County business and shall do so in accordance with the Cook County Vehicle Policy Ordinance.

**Section 17.7. No Discrimination:**

No employee shall be discriminated against on the basis of race, color, sex, age, religion, disability, national origin, ancestry, sexual orientation, marital status, parental status, military discharge status, political affiliation and/or beliefs, or activity or non-activity on behalf of the Union. The County and the Union acknowledge that the County of Cook has adopted and implemented a human right ordinance which will be complied with.

It is the policy of the County of Cook that applicants for employment are recruited, selected, and hired on the basis of individual merit and ability with respect to positions being filled and potential for promotions or transfer which may be expected to develop.

Applicants are to be recruited, selected, and hired without discrimination because of race, color religion, national origin, political belief, sex, age, disability, or marital status.

**Section 17.8. Light Duty:**

Employees may be assigned light duty for a reasonable amount of time at the discretion of Director of the Department, and if he/she is capable of performing the duties of that position and further, that he/she has received a medical clearance to return to full duty within a reasonable amount of time.

**Section 17.9. Bulletin Boards:**

The County will make bulletin boards available for the use of the Union in non-public locations. The Union will be permitted to have posted on these bulletin boards notices of a non-controversial nature, but only after submitting them to the Hospital Director/Designee for approval and posting. Such approval shall not be unreasonably denied or withheld.

**Section 17.10. Meeting Rooms:**

The County agrees to make available conference and meeting rooms for Union meetings upon notification by a Union representative, unless to do so would interfere with the operating needs of the County.

**Section 17.11 Residency:**

Beginning with the date this agreement is approved by the County Board, every employee newly hired into the bargaining unit must be a resident of Cook County when hired, or must establish residence within Cook County not less than (6) six months after being hired, and thereafter must continuously remain a resident of Cook County for as long as he/she remains an employee. Employees hired prior to the implementation date shall not be subject to any residency requirements.

**Section 17.12 Printing Collective Bargaining Unit Contracts:**

Cook County will make an executed version of the collective bargaining agreement available on the [www.cookcountygov.com](http://www.cookcountygov.com) website in printable format.

**ARTICLE XVIII  
NO STRIKE/NO LOCKOUT**

**Section 18.1. No Strike:**

During the life of this agreement or any extension thereof, the Union or any of its officers, agents, or representatives shall not directly or indirectly instigate, promote, cause, participate in or recognize nor authorize employees to instigate, promote, cause, participate in or recognize any strike, job action, work stoppage, slowdown, interruption of work, picket line, secondary boycott, or other interference of any kind with operations. The Union shall fully support the Employer in maintaining operations. The Union acknowledges the Employer has the right to seek injunctive relief in the event the Employer feels the Union has violated this Article.



**Section 18.2. Discipline of Violators:**

Employees shall not instigate, promote, cause, participate in or recognize any strike, job action, work stoppage, interruption of work, picket line, secondary boycott, or other interference of any kind with operations whatsoever with or without the authority or support of the Union, any of its officers, agents, representatives, members. Any employee who violates this Article may be subject to discipline, up to and including discharge. In the event an employee is in violation of this Article, any benefits as outlined elsewhere in this agreement shall be suspended during the course of the strike or work stoppage, and the employee shall not be entitled to any accrual thereof during the period of any such strike or work stoppage.

**Section 18.3. Union Responsibility:**

Should any activity prescribed in Section 18.1 of this Article occur, which the Union has or has not sanctioned, the Union shall immediately:

- A. Publicly disavow such action by the employees or other persons involved;
- B. Advise the County in writing that such action has not been caused or sanctioned by the Union.
- C. Notify the employee stating that it disapproves of such action and instructing all Employees to cease such action and return to work immediately,
- D. Take such other steps as are reasonably appropriate to bring about observance of the provisions of this Article, including compliance with the reasonable requests of County to accomplish this end.

**Section 18.4. No Lock Out:**

In consideration of the foregoing, the Employer agrees that during the term of this agreement, it will not cause or participate in a lockout of bargaining unit employees.

The County shall have the right to discharge or otherwise discipline any or all Employees who violate any of the provisions of this Article. In such event, the Employee or Employees, or the Union in their behalf, shall have no recourse to the grievance procedure except for the sole purpose of determining whether an Employee or Employees participated in the action prohibited by this Article. If it is determined that an Employee did so participate, the disciplinary action taken by the County may not be disturbed.

**Section 18.5. Reservation of Rights:**

In the event of any violation of this article by the Union or the County, the offended party may pursue any legal or equitable remedy otherwise available, and it will not be a condition precedent to the pursuit of any judicial remedy that any grievance procedures provided in this Agreement be first exhausted.

## **ARTICLE XIX SAVINGS CLAUSE**

### **Section 19.1. Savings Clause:**

In the event any of the provisions of this Agreement shall be or become invalid and unenforceable, by reason of any federal or state law now existing or hereinafter, such invalidity or unenforceability shall not affect the remainder of the provisions hereof. The parties agree to meet and adopt revised provisions which would be in conformity with the law.

### **Section 19.2. Impasse Resolution:**

The resolution of any bargaining impasses shall be in accordance with the Illinois Public Labor Relations Act, as may be amended from time to time (ch.48 - 1614) or as may otherwise be mutually agreed.

## **ARTICLE XX ENTIRE AGREEMENT**

### **Section 20.1. Entire Agreement:**

This Agreement constitutes the complete and entire Agreement between the parties and concludes collective bargaining between the parties for its term. This Agreement supersedes and cancels all prior practices and agreements, whether written or oral, which conflict with the express terms of this Agreement. If a past practice is not addressed in this Agreement, it may be changed by the Employer as provided in the management rights clause, Article II. The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law or ordinance from the area of collective bargaining, and that the understanding and agreements arrived at by the parties after the exercise of that right are set forth in this Agreement. The Union specifically waives any right it may have to impact or effects bargaining for the life of this Agreement.

The Agreement shall not supersede applicable Federal and State laws.

## **ARTICLE XXI TERMINATION**

### **Section 21.1. Termination:**

This Agreement shall be effective as of the date of its execution, and remain in force and effect until November 30, 2008. It shall be automatically renewed from year to year thereafter unless either party shall notify the other in writing by certified mail, or hand delivery, at least one hundred twenty (120) days prior to the termination date that it desires to modify this Agreement. The notice shall be considered as given as of the date shown on the post mark, or the date of hand deliver in which case case a written, dated receipt shall be made. In the event that such notice is given, negotiations shall begin no later than ninety (90) days prior to the expiration date. Notwithstanding any provision of this this Article or Agreement to the contrary, this Agreement shall remain in full force and effect after any

any expiration date while negotiations or resolution of impasse procedures are continuing for a new Agreement, or part thereof, between the parties. In the event that either party desires to terminate this Agreement, written notice must be given to the other party no later than ten (10) days prior to the the desired termination date.

Executed this 18<sup>th</sup> day of December, 2012 after ratification by the Union's membership and after receiving official approval by the County Executive and the Board of the Employer.

COUNTY OF COOK:

BY:

Toni Preckwinkle

TONI PRECKWINKLE, President  
Cook County Board of Commissioners

ATTEST:

David Orr

DAVID D. ORR  
Cook County Clerk

UNION: Metropolitan Alliance of Police John H. Stroger, Jr. Hospital Sergeants Chapter 270

Joseph Andalina

Joseph Andalina,  
President, Metropolitan Alliance of Police

Sgt. Edwin Hernandez

Sgt. Edwin Hernandez, President

Metropolitan Alliance of Police, Cook County Hospital  
Sergeants Chapter 270

Sgt. Michele Spiller #742

Sgt. Michele Spiller, Vice-President

Metropolitan Alliance of Police, Cook County Hospital  
Sergeants Chapter 270

APPROVED BY POLL  
BY THE BOARD OF COOK  
COUNTY COMMISSIONERS

DEC 18 2012

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SCHEDULE XVII  
BUREAU OF HUMAN RESOURCES  
HOSPITAL OFFICERS  
STROGER HOSPITAL SERGEANTS

Effective June 1, 2009

<u>GRADE</u>		<u>1ST STEP</u>	<u>2ND STEP</u>	<u>3RD STEP</u>	<u>4TH STEP</u>	<u>5TH STEP</u>	AFTER 1 YR. AT	AFTER 1 YR. AT 1ST	AFTER 1 YR. AT 2ND	AFTER 1 YR. AT 3RD
							MAXIMUM RATE AND 5 YEARS OF SERVICE	LONGEVITY RATE AND 10 YRS. OF SERVICE	LONGEVITY RATE AND 15 YRS. OF SERVICE	LONGEVITY RATE AND 20 YRS. OF SERVICE
HS2	Hourly	18,552	19,505	20,409	21,439	22,455	23,615	24,555	25,534	25,784
MAP #270	Bi-Weekly	1,484.16	1,560.40	1,632.72	1,715.12	1,796.40	1,889.20	1,964.40	2,042.72	2,062.72
JC#2464	Annual	38,588	40,570	42,450	44,593	46,706	49,119	51,074	53,110	53,630

SCHEDULE AVII  
BUREAU OF HUMAN RESOURCES  
HOSPITAL OFFICERS  
STROGER HOSPITAL SERGEANTS

Effective June 1, 2010

<u>GRADE</u>	<u>1ST STEP</u>	<u>2ND STEP</u>	<u>3RD STEP</u>	<u>4TH STEP</u>	<u>5TH STEP</u>	AFTER 1 YR. AT	AFTER 1 YR. AT 1ST	AFTER 1 YR. AT 2ND	AFTER 1 YR. AT 3RD
						MAXIMUM RATE AND 5 YEARS OF SERVICE	LONGEVITY RATE AND 10 YRS. OF SERVICE	LONGEVITY RATE AND 15 YRS. OF SERVICE	LONGEVITY RATE AND 20 YRS. OF SERVICE
HS2 MAP #270 JC#2464	Hourly 18,738 Bi-Weekly 1,499.04 Annual 38,975	19.7 1,576.00 40,976	20.613 1,649.04 42,875	21.653 1,732.24 45,038	22.68 1,814.40 47,174	23.851 1,908.08 49,610	24.801 1,984.08 51,586	25.789 2,063.12 53,641	26.042 2,083.36 54,167

SCHEDULE XVII  
BUREAU OF HUMAN RESOURCES  
HOSPITAL OFFICERS  
STROGER HOSPITAL SERGEANTS

Effective December 1, 2010

<u>GRADE</u>		<u>1ST STEP</u>	<u>2ND STEP</u>	<u>3RD STEP</u>	<u>4TH STEP</u>	<u>5TH STEP</u>	AFTER 1 YR. AT	AFTER 1 YR. AT 1ST	AFTER 1 YR. AT 2ND	AFTER 1 YR. AT 3RD
							MAXIMUM RATE AND 5 YEARS OF SERVICE	LONGEVITY RATE AND 10 YRS. OF SERVICE	LONGEVITY RATE AND 15 YRS. OF SERVICE	LONGEVITY RATE AND 20 YRS. OF SERVICE
HS2	Hourly	18,832	19,799	20,716	21,761	22,793				
MAP #270	Bi-Weekly	1,506.56	1,583.92	1,657.28	1,740.88	1,823.44	23,970	24,925	25,918	26,172
JC#2464	Annual	39,170	41,181	43,089	45,262	47,409	1,917.60	1,994.00	2,073.44	2,093.76
							49,857	51,844	53,909	54,437

SCHEDULE AVII  
BUREAU OF HUMAN RESOURCES  
HOSPITAL OFFICERS  
STROGER HOSPITALSERGEANTS

Effective June 1, 2011

<u>GRADE</u>		<u>1ST STEP</u>	<u>2ND STEP</u>	<u>3RD STEP</u>	<u>4TH STEP</u>	<u>5TH STEP</u>	AFTER 1 YR. AT	AFTER 1 YR. AT 1ST	AFTER 1 YR. AT 2ND	AFTER 1 YR. AT 3RD
							MAXIMUM RATE AND 5 YEARS OF SERVICE	LONGEVITY RATE AND 10 YRS. OF SERVICE	LONGEVITY RATE AND 15 YRS. OF SERVICE	LONGEVITY RATE AND 20 YRS. OF SERVICE
HS2	Hourly	19,114	20,096	21,027	22,087	23,135	24,330	25,299	26,307	26,565
MAP #270	Bi-Weekly	1,529.12	1,607.68	1,682.16	1,766.96	1,850.80	1,946.40	2,023.92	2,104.56	2,125.20
JC#2464	Annual	39,757	41,799	43,736	45,940	48,120	50,606	52,621	54,718	55,255



SCHEDULE XVII  
BUREAU OF HUMAN RESOURCES  
HOSPITAL OFFICERS  
STROGER HOSPITAL SERGEANTS

Effective December 1, 2011

<u>GRADE</u>		<u>1ST STEP</u>	<u>2ND STEP</u>	<u>3RD STEP</u>	<u>4TH STEP</u>	<u>5TH STEP</u>	AFTER 1 YR. AT	AFTER 1 YR. AT 1ST	AFTER 1 YR. AT 2ND	AFTER 1 YR. AT 3RD
							MAXIMUM RATE AND 5 YEARS OF SERVICE	LONGEVITY RATE AND 10 YRS. OF SERVICE	LONGEVITY RATE AND 15 YRS. OF SERVICE	LONGEVITY RATE AND 20 YRS. OF SERVICE
HS2	Hourly	19,496	20,498	21,448	22,529	23,598		24,817	25,805	26,833
MAP #270	Bi-Weekly	1,559.68	1,639.84	1,715.84	1,802.32	1,887.84	1,985.36	2,064.40	2,146.64	2,167.68
JC#2464	Annual	40,551	42,635	44,611	46,860	49,083	51,619	53,674	55,812	56,359

SCHEDULE AVII  
BUREAU OF HUMAN RESOURCES  
HOSPITAL OFFICERS  
STROGER HOSPITALSERGEANTS

Effective June 1, 2012

<u>GRADE</u>		<u>1ST STEP</u>	<u>2ND STEP</u>	<u>3RD STEP</u>	<u>4TH STEP</u>	<u>5TH STEP</u>	AFTER 1 YR. AT	AFTER 1 YR. AT 1ST	AFTER 1 YR. AT 2ND	AFTER 1 YR. AT 3RD
							MAXIMUM RATE AND 5 YEARS OF SERVICE	LONGEVITY RATE AND 10 YRS. OF SERVICE	LONGEVITY RATE AND 15 YRS. OF SERVICE	LONGEVITY RATE AND 20 YRS. OF SERVICE
HS2 MAP #270 JC#2464	Hourly Bi-Weekly Annual	19,983 1,598.64 41,564	21,010 1,680.80 43,700	21,984 1,758.72 45,726	23,092 1,847.36 48,031	24,188 1,935.04 50,311	25,437 2,034.96 52,908	26,45 2,116.00 55,016	27,504 2,200.32 57,208	27,773 2,221.84 57,767

# COOK COUNTY HEALTH PLAN DESIGN/APPENDIX C

## PLAN DESIGN CHANGES EFFECTIVE 12/1/07 PAYROLL CONTRIBUTION CHANGES EFFECTIVE 6/1/08

BENEFIT OVERVIEW	HMO		PPO	
	Current Benefits (through 11/30/07)	Benefit Level Effective 12/1/07	Current Benefits (through 11/30/07) In Network / Out of Network	Benefit Level Effective 12/1/07 In Network / Out of Network
<b>PLAN LIMITS AND MAXIMUMS:</b>  Individual Deductible * Family Deductible * Ind. Out of Pocket Max * Fam. Out of Pocket Max * Lifetime Maximum  * Annual Basis	None None None None Unlimited		\$0 / \$200 \$0 / \$400 \$1,000 ** / \$3,000 ** \$2,000 ** / \$6,000 ** Unlimited / \$1,000,000	\$125 / \$250 \$250 / \$500 \$1,500 ** / \$3,000 ** \$3,000 ** / \$6,000 ** Unlimited / \$1,000,000
			** Excludes co-payments, annual deductibles, and charges in excess of Schedule of Maximum Allowances- SMA)	** Excludes co-payments, annual deductibles, and charges in excess of Schedule of Maximum Allowances- SMA)

# **OUTPATIENT SERVICES (MEDICAL & SURGICAL)**

BENEFIT OVERVIEW		HMO		PPO	
	Current Benefits through 11/30/07	Benefit Level Effective 12/1/07	Current Benefits (through 11/30/07) In Network / Out of Network	Benefit Level Effective 12/1/07 In Network / Out of Network	
Doctor Office Visits	\$3 co-pay/member/visit	\$10 co-pay/member/visit	90% after \$20 co-pay / 60% *	90% after \$25 co-pay / 60% *	
Routine Physical Exams and Preventive Screenings	\$3 co-pay/member/visit	\$10 co-pay/member/visit	90% after \$20 co-pay / 60% *	90% after \$25 co-pay / 60% *	
Well-Child Care	\$3 co-pay/member/visit	\$10 co-pay/member/visit	90% after \$20 co-pay / 60% *	90% after \$25 co-pay / 60% *	
X-Ray/Diagnostic tests (performed in lab or hospital)	100%	100%	90% / 60% *	90% / 60% *	
Maternity Prenatal/Postnatal Care	\$3 co-payment / member for initial visit	\$10 co-payment / member for initial visit	90% after \$20 co-pay (initial visit) / 60% *	90% after \$25 co-pay (initial visit) / 60% *	
OutPatient Surgery (facility charges)	100%	100% after \$100 co-pay	90% / 60% *	90% / 60% *	
OutPatient Surgery (doctor services)	100%	100%	90% / 60% *	90% / 60% *	
Other OutPatient Services (including chemotherapy, radiation, renal dialysis)	100%	100%	90% / 60% *	90% / 60% *	
Allergy Testing / Injections / Immunizations	\$3 co-pay/member/visit	\$10 co-pay/member/visit	90% after \$20 co-pay / 60% *	90% after \$25 co-pay / 60% *	
Infertility Treatment, as defined by plans	\$3 co-pay/member/visit	\$10 co-pay/member/visit	90% after \$20 co-pay / 60% *	90% after \$25 co-pay / 60% *	

# **INPATIENT SERVICES (MEDICAL & SURGICAL)** **BENEFIT OVERVIEW**

	HMO		PPO	
	Current Benefits through 11/30/07	Benefit Level Effective 12/1/07	Current Benefits (through 11/30/07) In Network / Out of Network	Benefit Level Effective 12/1/07 In Network / Out of Network
Hospital (Semi-Private Room), including Maternity inpatient obstetrical care	100%	100% after \$100 co-pay per admission	90% / 60% *	90% / 60% *
Physician/Surgeon/Anesthesiologist Services	100%	100%	90% / 60% *	90% / 60% *
X-Ray / Diagnostic Services	100%	100%	90% / 60% *	90% / 60% *
Facility Charges	100%	100%	90% / 60% *	90% / 60% *

**PRESCRIPTION DRUGS (WHEN FILLED AT A PARTICIPATING PHARMACY)  
ADMINISTERED BY PHARMACY BENEFIT MANAGER, NOT HEALTH PLAN(S)**

<b>BENEFIT OVERVIEW</b>	<b>HMO</b>		<b>PPO</b>	
	<b>Current Benefits Through 11/30/07</b>	<b>Benefit Level Effective 12/1/07</b>	<b>Current Benefits Through 11/30/07</b>	<b>Benefit Level Effective 12/1/07</b>
Generic (30 day supply at Retail)	\$5			
Brand (30 day supply at Retail)	\$10	\$7	\$5	\$7
Formulary (30 day supply at Retail)	N/A	N/A	\$10	N/A
Non-Formulary (30 day supply at Retail)	N/A	\$15 *	N/A	\$15 *
Mail Order Co-Pays (90 day supply)	1 x Retail Co-pay	2 x Retail Co-pay	N/A	\$25 *
* If you purchase a formulary or non-formulary drug when a generic equivalent is available, you will pay the generic co-pay plus the difference in cost between the generic and the formulary/non-formulary drug.			\$0	2 x Retail Co-pay

## VISION BASIC BENEFITS – APPENDIX C

Eligible employees and their covered dependents may receive a routine eye examination and lenses once every calendar year, frames once every 24 months. Once the basic benefits are exhausted, additional glasses and contacts are available to participants at discounted prices through participating provider locations.

**Eye Examination:** \$0

Benefit includes a routine complete examination, refraction and prescription. Also, if indicated, your doctor may recommend additional procedures (such as dilation) at an additional cost to the member.

**Eye/lass Lenses:** \$0

Benefit includes standard uncoated plastic lenses regardless of size or power. Lens options are available for additional costs. Solid tints are covered in full.

**Frames \*\*:** \$0

Members may choose a frame up to a regular retail value of \$100. Frames above \$100 regular retail price, member pays the amount over \$100 less 10%.

**Contact Lenses \*\*:** \$0

Benefit includes any pair of contact lenses up to a regular retail of \$100. Contacts above \$100 regular retail are available at an additional cost.

\*\* The applicable allowance amount may be used only once per benefit period on either eyeglasses or contacts.

### LENS OPTIONS CO-PAYMENTS

Standard Progressive (No-Line Bifocal)	\$50
Polycarbonate	\$30
Scratch Resistant Coating	\$12
Ultraviolet Coating	\$12
Solid or Gradient Tint	\$8
Glass (Only for non-minors)	\$15
Photochromatic	\$30
Anti-Reflective Coating	\$35

## DENTAL PPO BENEFITS – APPENDIX C

Benefit Period Maximum	In-Network		Out-Of-Network *	
	\$1,500 per person; per year			
Deductible	\$25/Individual; \$100 Family (4 individual maximum, does not apply to preventive and orthodontic services)		\$50/Individual; \$200 Family (4 individual maximum, does not apply to preventive and orthodontic services)	
Preventive (No Deductible)	100% of Maximum Allowance		80% of Maximum Allowance *	
Primary Services (x-rays, space maintainers)	80 % of Maximum Allowance		60% of Maximum Allowance *	
Restorative Services: Routine Fillings Crowns Inlays and Onlays	80 % of Maximum Allowance 50 % of Maximum Allowance 50 % of Maximum Allowance		60% of Maximum Allowance * 50% of Maximum Allowance * 50% of Maximum Allowance *	
Emergency Services (Palliative Emergency Treatment)	80 % of Maximum Allowance		80 % of Maximum Allowance *	
Endodontics	80 % of Maximum Allowance		60 % of Maximum Allowance *	
Periodontics	80 % of Maximum Allowance		60 % of Maximum Allowance *	
Oral Surgery	80 % of Maximum Allowance		60 % of Maximum Allowance *	
Routine Extractions	80 % of Maximum Allowance		60 % of Maximum Allowance *	
Removal of Impacted Teeth (soft tissue and partial bony)	80 % of Maximum Allowance		60 % of Maximum Allowance *	
Prosthetics	50 % of Maximum Allowance		50 % of Maximum Allowance *	
Orthodontics	50 % up to lifetime maximum		50 % up to lifetime maximum *	
Lifetime Maximum	\$1250		\$1250	

\* Schedule of Maximum Allowance: PPO providers have agreed to accept the Schedule of Maximum Allowances as payment in full for covered services. Out-of-network providers do not accept the Schedule of Maximum Allowances in full. Members are liable for any difference between out-of-network dentist's charges and dental provider benefit payment, in addition to the deductible and co-insurance.